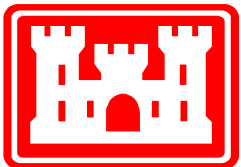




4th Quarter 03

Directorate of Human Resources



Directorate of Human Resources

Indicator Number	Indicator Title	Rating	Status	Slide Number
HRSUM1	Command Overview	G	I	3
HRSUM2	Supervisor-Employee Ratio District Overview	G	I	4
HR01	Supervisor-Employee Ratio	G	I	5-8

B - Brief I - Information S - Special Interest N - Not Addressed

Command Overview

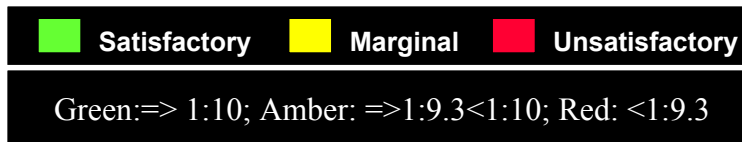
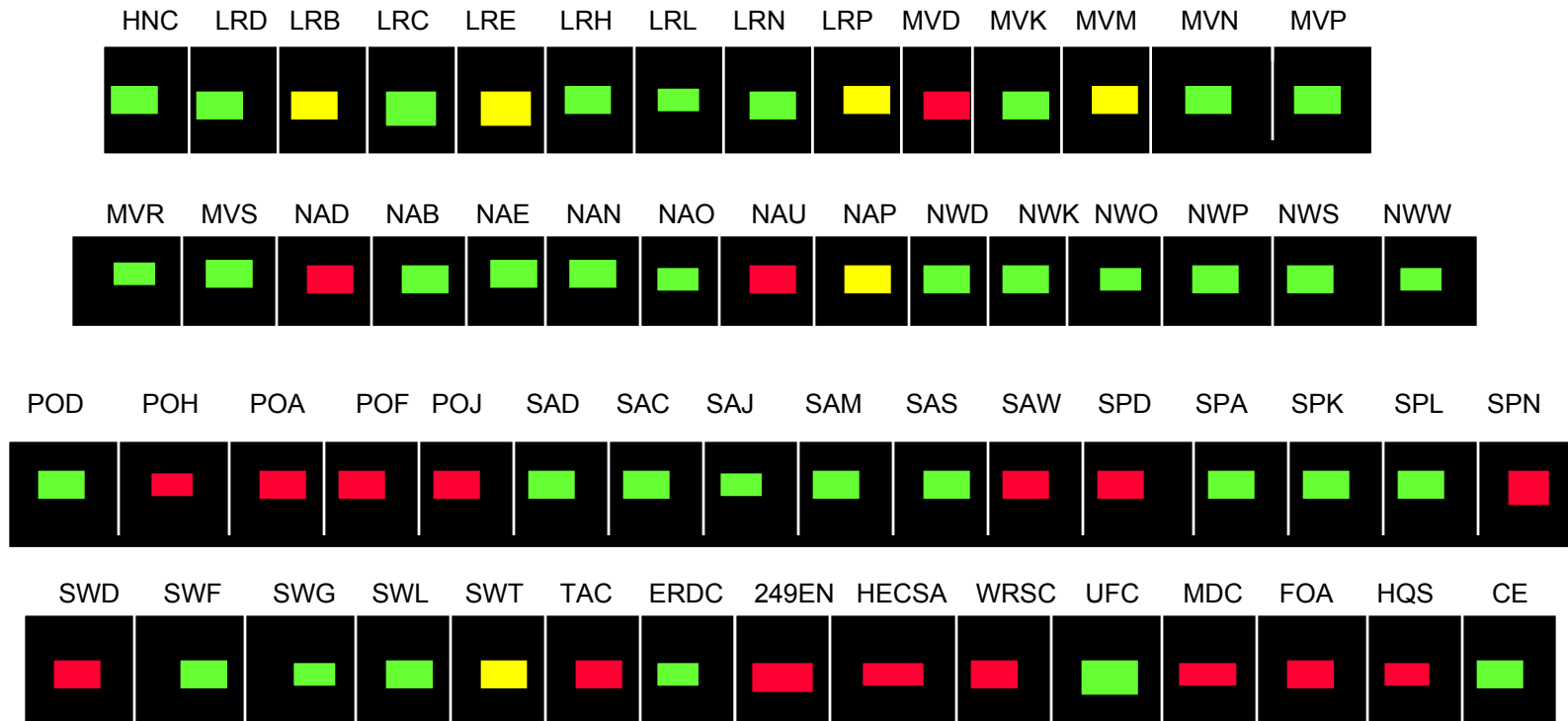
Supervisory Ratio



 Satisfactory  Marginal  Unsatisfactory

Green: $\Rightarrow 1:10$; Amber: $\Rightarrow 1:9.3 < 1:10$; Red: $< 1:9.3$

Supervisor-Employee Ratio



Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
HNC	56	563	10.0	9.4
LRD	7	93	13.3	12.4
LRB	29	279	9.6	9.4
LRC	20	206	10.3	10.4
LRE	45	427	9.5	9.0
LRH	86	928	10.8	10.5
LRL	96	1134	11.8	11.3
LRN	72	740	10.3	10.1
LRP	79	729	9.2	9.4
MVD	14	125	8.9	10.3
MVM	54	535	9.9	10.3
MVN	118	1270	10.7	10.9
MVR	80	872	10.9	11.5
MVS	68	729	10.7	11.1
MVP	62	702	11.3	11.5
MVK	123	1310	10.6	9.5
NAD	20	93	4.6	5.5
NAB	118	1258	10.7	9.5
NAE	47	569	12.1	12.2
NAN	58	644	11.0	10.8
NAO	38	417	11.0	11.0
NAP	48	460	9.6	10.4
NAU	41	191	4.6	8.4

Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
NWD	17	170	10.0	10.2
NWK	82	821	10.0	10.4
NWO	109	1168	10.7	10.4
NWP	103	1121	10.8	11.5
NWS	69	882	12.8	11.5
NWW	58	657	11.3	10.9
POD	6	63	10.5	9.1
POH	43	333	7.7	8.6
POA	62	555	8.9	9.5
POF	52	466	9.0	9.3
POJ	27	244	9.0	8.8
SAD	7	89	12.7	9.6
SAC	13	141	10.8	9.9
SAJ	84	908	10.8	11.1
SAM	123	1278	10.6	10.6
SAS	83	919	11.1	10.6
SAW	43	395	9.1	11.1
SPD	13	105	8.0	8.0
SPA	30	314	10.5	10.5
SPL	64	640	10.0	10.7
SPK	86	906	10.5	10.9
SPN	32	288	9.0	8.6

Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
SWD	17	149	8.8	7.7
SWF	80	860	10.8	10.0
SWG	36	379	10.5	10.9
SWL	73	759	10.4	10.2
SWT	69	683	9.9	10.8
TAC	56	479	8.5	25.6
ERDC	128	1915	15.0	14.8
HEC	20	145	7.2	7.4
IWR	18	147	8.1	9.5
UFC	24	249	10.4	10.3
MDC	5	26	5.2	4.6
PPSC	3	27	9.0	9.0
HQS	106	612	5.8	6.4
CE	3234	33146	10.2	10.4

Supervisor-Employee Ratio

PROGRAM GOAL: One supervisor for ten non-supervisors (1:10 ratio) by the end of FY 03

CURRENT YEAR OBJECTIVE: Reach a 1:10 ratio.

CURRENT STATUS: 3234 supervisors and 33,146 non supervisors (1:10.3 ratio)

IMPACT ASSESSMENT: We achieved the goal of 1:10 for the 4th quarter FY03.

ANALYSIS AND CORRECTIVE ACTION: At the end of 4th quarter FY03 supervisory positions increased by 60 from 3rd quarter FY03 (3174 vs. 3234). The number of nonsupervisory positions increased by 66; from 33,080 in the 3rd quarter to 33,146 in the 4th quarter. USACE supervisory ratio has decreased slightly this quarter, but remains constant: just above the 1:10 objective. This reflects our increased seasonal workforce. Our continued support of OIF and OEF, although it did not result in a large increase in personnel, has significantly changed the supervisory ratio of many districts. Many employees, both supervisory and nonsupervisory, have been temporarily reassigned to TAC and then deployed.

AS OF: 30 Sep 2003

ASSESSMENT: Green

POC: Ellen Cook, CEHR-E, (202) 761-1698